

A detailed illustration of Uncle Sam, the iconic symbol of the United States. He is depicted as an older man with white hair, wearing a top hat with stars and stripes, a dark blue suit, and a red bow tie. He is pointing his right index finger directly at the viewer. The background is a textured, light brown color.

# ARMY COMMUNICATOR

May 2019



**Plus:**

- *Communications Symposium*
- *Best Warrior*
- *Signaleer Spotlight*

**We Want You**  
for the  
**US Army Signal Corps!**



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Submit articles, photos, graphics, videos, story ideas, and nominations for “Signaleer in the Spotlight” to [usarmy.gordon.signal-schl.mbx.army-communicator@mail.mil](mailto:usarmy.gordon.signal-schl.mbx.army-communicator@mail.mil). For additional information, please call (706) 791-7384.

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## **On the Cover**

Uncle Sam puts out the call for Signaleers in this variation of the classic recruiting poster by James Montgomery Flagg.



# Chief of Signal Regimental Team

In this issue of the Army Communicator, our primary focus is on recruiting and retention. It's an important topic for us as there is always a need for talented Enlisted Soldiers, Warrant Officers, and Officers within our ranks. Last year was the first year in quite some time that the Army did not make mission, missing by 6,500 personnel. Putting the responsibility of recruiting solely on the "recruiters" of the Army is impractical. Everyone is a recruiter. The Chief of Staff has told every General Officer to make it his or her goal to recruit one person a month. We charge you to do the same. Reach back home or into your community to find those who could benefit from military service. The hardest part is getting someone to take that first step. Once we get them to the recruiter's office, we're half way there.

Retention is something else we need to keep in the forefront of our minds. We have a responsibility within our own organizations. Many Soldiers get out after their

first term. It is the job of every leader to show them why staying on the Army team benefits them, their family and the Army. Our goal should be to train and retain. We want to recruit the best and then keep the best. Make it your goal to talk to a new Soldier everyday about his or her future plans and why they should choose to continue their service. Together we can far exceed our recruiting and retention mission ensuring the continued success of the best Army in the world.

Inside, you will also get to read about Signal Soldiers accomplishing great things across the Force. From completing Training with Industry assignments to participating in Best Warrior Competitions, the Signal Corps truly represents the best of what the Army has to offer. And this is where all of you come in. We want to hear about what's happening in your commands and in your areas of operation. If you want to submit an article or would like the Signal editorial staff to assist you in writing one, contact us and let us know. Thanks again for all you do.



BG Christopher Eubank  
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# 2019 Junior Communications Symposium



Signal officers and senior non-commissioned officers from the U.S. Africa Command area of responsibility and 56th Signal Battalion Soldiers share knowledge on different communications systems on Joint Base San Antonio-Fort Sam Houston, Texas on Feb. 25. Many of the partnered nations officers enjoyed seeing how easily the U.S. Army communications systems could deploy. Photo by Sgt. Ashley Dotson.

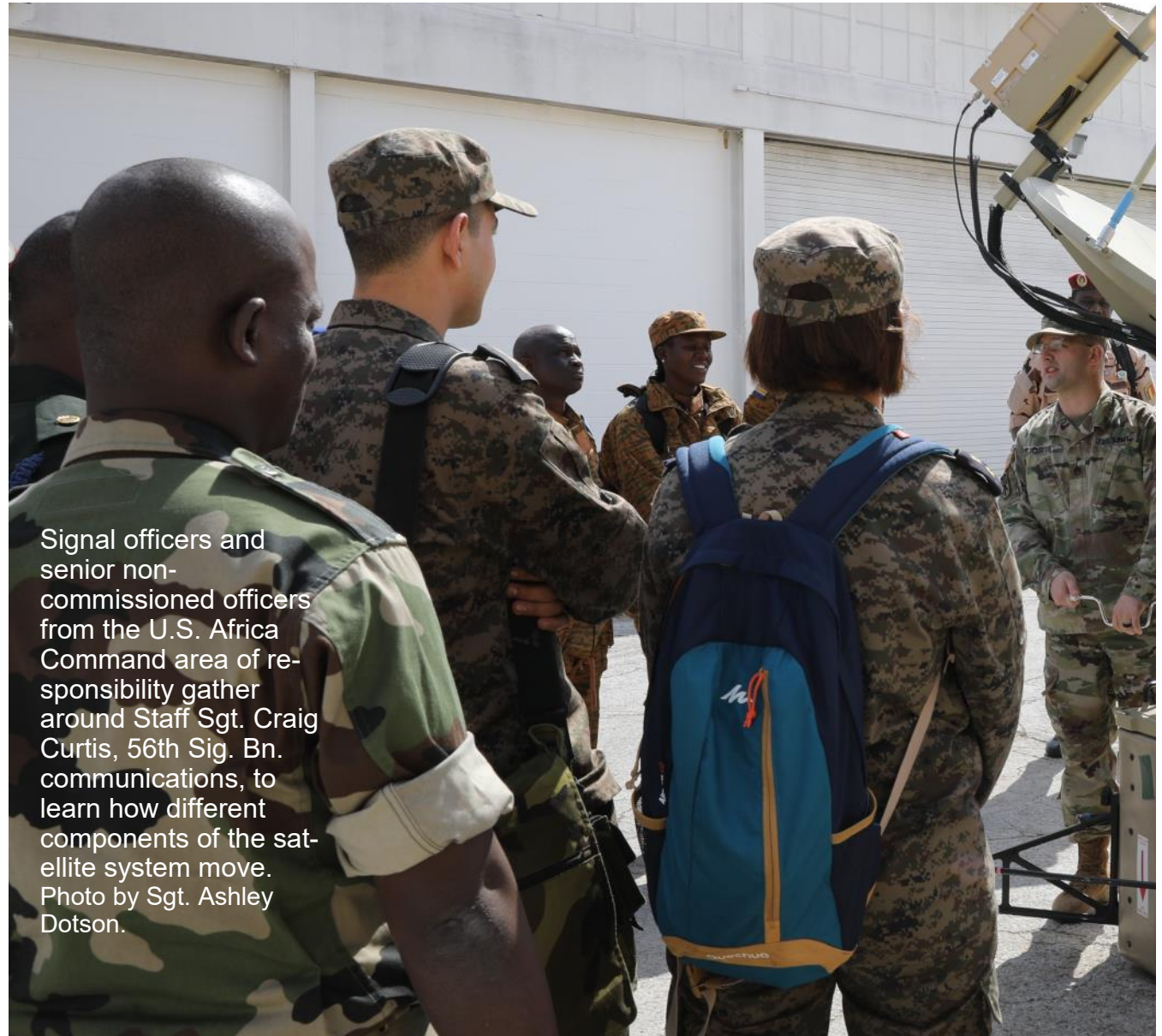


Sgt. Ashley Dotson  
U.S. Army South Public Affairs

U.S. Army South and 56th Signal Battalion Soldiers instruct nearly 20 signal officers and senior non-commissioned officers from nine countries at Joint Base San Antonio-Fort Sam Houston Feb. 25-28 during the 2019 Junior Communications Symposium sponsored by U.S. Africa Command.

"The purpose of the symposium and these mil-to-mil engagements is to have the opportunity to have the African partner nations get together and exchange communications information," said Malgorzata Makuchowski, U.S. Africa Command program manager. "We can introduce them to the good practices that are conducted in the United States so they can take these ideas back to their countries. All of the participating personnel are signal officers so they will have the opportunity to share different methods of communication from their countries. This should help them communicate better in the future."

Lt. Hela Sassi Ep Ben Ali, a Tunisian Army communications



Signal officers and senior non-commissioned officers from the U.S. Africa Command area of responsibility gather around Staff Sgt. Craig Curtis, 56th Sig. Bn. communications, to learn how different components of the satellite system move. Photo by Sgt. Ashley Dotson.

officer said she enjoyed seeing the different radio strategies and equipment that the U.S. Army uses.

"I am hoping that my country will try to get equipment like that," said Sassi. "I am amazed at how good the technology is."

Makuchowski said she liked seeing the interaction between the militaries.





Sgt. Katakao Momoga, Togo communications non-commissioned officer, inspects radio equipment during the 2019 Junior Communications Symposium.  
Photo by Sgt. Ashley Dotson.

The static displays and the radio demonstrations the U.S. Army South and 56th Signal Battalion showed were very helpful she said. These displays gave the officers and senior non-commissioned officers the opportunity to touch and see how the different systems actually worked.

"What interested me most was the satellite technology and some of the new equipment that makes the communication much easier to carry around," said Maj. Moagisi Tlotleng, a Botswanan Defense Force communications officer. "I believe if we had this technology in my country it would make things easier to communicate and to deploy quickly."

Tlotleng said this is his first communications symposium. He said he is very happy to build a relationship with other partnered nations signal officers and share his experiences while learning from others.

"I really liked interacting with the other militaries and learning the different things that they do in comparison to what I do," said Spc. LeAshley Harmel, a U.S. Army South information technology specialist. "Instructing gave me the opportunity to inform them on how important my job is to the U.S. Army signal mission and answering their questions gave me a better perspective on how they do their jobs."

Many of the partner nation officers agreed that they enjoyed the hands on experience and thanked the U.S. Army Soldiers for sharing their knowledge. This symposium assisted in the familiarization of DoD signal and cyber defense key processes and training procedures to partner nation signal personnel.

Makuchowski said that they will meet later on in the year to discuss additional communications information and strategies.



# Branching Signal



Cpt. Alston Shields prepares to meet with cadets at Virginia Military Institute and discuss opportunities as future Signal officers. Courtesy photo.



Cpt. Alston Shields  
Office Chief of Signal

An officer's core competency is leadership. The branch may change the subject matter, but Soldiers still need officers to lead and make decisions. Within the Signal branch officers are expected to manage small teams of specialists covering a wide array communications solutions. So what is the Army's answer to creating well rounded leaders that can fill these highly complicated rolls with little to know knowledge of how these systems work?

First, it starts with a philosophy. The Commandant of the Signal Regiment has stated that in order to be successful within the branch a Signal officer is required to be three things. Those attributes are being a teammate, a good communicator, and excel in the areas of basic leadership.

Signal positions are inherently small. Thus, requires the Signal officer to work with their Soldiers to ensure the completion of any mission. The Signal officer is also integral to any planning operation. Knowing



University of South Carolina ROTC students learn about Signal Officer opportunities at a Branch Fair held on campus. Photo by Nick Spinelli.



that the other staff sections will benefit from input and avoiding planning inside the proverbial bubble.

Communication is the Signal Regiment's bread and butter. It is important that this is an attribute that we take seriously. Being able to provide your team with clear guidance and an in-depth understanding of the mission or task is imperative to success. Conversely, taking what your Soldiers are telling you and being able to explain the "so what" to your boss ensures that everyone is on the same page. Failure to properly convey the importance of certain tasks, equipment, or maintenance can be the difference between success and total failure. Knowing that commanders only have a finite amount of time and being able to stress what is important.

Leadership is at the core of any officer position. This is a basic tenant of any Soldier put in charge of a team. Having the ability to identify the team's strengths and weaknesses are paramount. The ability to give clear guidance, purpose and direction will keep a team focused and reduce confusion as to what

tasks are to be completed when. Knowing how far you can push individuals or a group and more importantly, when to back off and let things slow down. This is an art, something that cannot be taught, but built over time with experience. This final tenant is talent management in its purest form.

So how on earth are Signal Soldiers assessed into the Regiment? Are they chosen at random, much like darts thrown at a board? Actually, there is a very in-depth process that spans the entire year. The cycle begins early in the spring with the review of talent priorities and a review of how the previous year's cadets branched based on recommendations made by several organizations.

Talent priorities are used to evaluate prospective candidates for accessions to become a Signal Second Lieutenant. The five talent priorities are: mentally tough, interpersonal, technologically adept, problem solver and multi-tasker. Using talent priorities as the foundation for the criteria to pick candidates,



44th Expeditionary Signal Battalion, 2nd Theater Signal Brigade officers manage the company network operations (NETOPS) cell. This is typical of assignments available to Signal Officers.

Photo by William B. King.



ROTC and USMA packets are reviewed to first ensure these match one of a candidate's top three branch choices.

Recommendations are made by the Signal proponent at Human Resources Command (HRC) and the Office Chief of Signal (OCOS) to the Office of Economic and Manpower Analysis (OEMA). OEMA makes the final determination on the branching of each cadet, but generally the recommendations of HRC and OCOS are used unless another branch selects the same candidate as a "must select" as well. This portion generally occurs sometime in late summer. The results of the branching process are then released early in the fall.

Fifty percent of the candidates are then selected for branch detail. While many candidates usually opt-in for branch detail, there are those that are picked when needed. These lieutenants end up detailed to Infantry, Armor, Chemical, or Artillery. It is important to understand that branch detailing does not make an officer better or worse. Instead, it simply gives that officer a different experience



Cpt. Alston Shields discusses Signal Officer opportunities with University of South Carolina ROTC cadets at a Branch Fair held on campus. Photo by Nick Spinelli.

and skillset to draw from. Upon promotion to captain, the detailed officers return to the Signal Corps. The Signal Captain's Career Course (SCCC) thoroughly trains all officers, to include those coming off of a branch detail. If detailed, embrace the opportunity and bring the experience and knowledge gained to the Signal Regiment.

The Signal Regiment is always looking for individuals who can view organizations as a whole with the expertise to understand and manage the finer details within it. Individuals, that at a minimum, can execute the commander's intent, create beneficial relationships, understand the capabilities of the assigned personnel/equipment and maintain the selfless need to better an organization.



# Who wants to be a Warrant Officer?



Signal warrant officers gather for daylong professional development event in Landstuhl. Assignments and training opportunities such as these in Europe and Africa are available for those who pursue careers as Signal Warrant Officers. Photo by William King.



CW5 Keisha Towles  
Signal Warrant Officer Career  
Program Manager

Signal Corps Warrant Officers are adaptive technical experts, leaders, trainers, and advisors. They play a major role in cyberspace operations being the integrators of emerging technologies, dynamic teachers, war fighters, and leaders of specialized teams of Soldiers. Signal Corps Warrant Officers design, build, configure, operate, maintain, sustain, and protect a myriad of voice and data tactical information systems to provide secure information services to all echelons in support of the full range of Army, joint, combined, and coalition operations. Through progressive levels of key developmental and broadening assignments, education, and professional development, Signal Corps warrant officers evolve into operational, tactical, and strategic thinking, well-rounded senior warrant officers within their specialties.

Today's Signal Warrant Officers are a result of an evolution – from radar to radio, television, communications electron-

ics, and now, technicians focus on network management, information systems, information protection and cyber operations. No matter how communications technology has changed, the core mission of the Signal Corps has

remained constant and it has been the Signal Corps Warrant Officer who has provided the stalwart hand to guide both change and continuity, ensuring the message will always get through. Even more important than technology are the people, the men and women Warrant Officers of the Signal Corps who have made success on America's battlefields throughout history possible. Continuing its tradition, Signal Corps is leading innovation in the integration on information networks, transport convergence and cloud computing.

An exceptional career opportunity is open to NCOs as a Signal Corps Warrant Officer. Deciding to change career paths as a Signal Corps Warrant Officer will not only extend your Army career but also open technical and civilian education opportunities allowing you to get higher-level college degrees through scholarship programs; training with industry; and participate in fellowship programs with other government agencies. NCOs who meet all non-waiverable Warrant Officer Prerequisites (US Citizen, High School/GED graduate, GT score of 110+, and FINAL SECRET Clearance) and the minimum prerequisites listed for their Warrant Officer MOS are eligible to compete for the Warrant Program.

The U.S. Army Warrant Officer Recruiting Detachment is task to recruit **HIGHLY QUALIFIED** in-service applicants who demonstrate character, competence, and commitment to serve as Joint and Combined Arms capable Army Warrant Officers who will maintain the Army capability overmatch required to "Win in a Complex World." The Office Chief of Signal (OCOS) contributes to






the USAREC Warrant Officer Recruiting Detachment mission to recruit NCOs with 48 months of documented practical information and network systems experience into the warrant officer cohort. OCOS and USAREC partnered team uses targeted emails, VTC, and travel to locations to engage niche groups of service members who are the most qualified to become Signal Warrant Officers. In addition,

OCOS provides briefs to the Cyber NCO Academy, Signal Warrant Officer PME courses, and conduct recruiting visits to locations with large concentrations of Signal NCOs and Warrant Officers. Recruiting information for MOSs 255A and 255N is located on the USAREC website <https://recruiting.army.mil/ISO/AWOR/>.

OCOS recruits 255A and 255N CW2 and above that have the desire to become a 255S. MOS 255S, Information Protection Technician are Signal Warrant Officers who rise to the challenge to identify, respond to, and mitigate cybersecurity threats and incidents through a holistic approach knowing what is happening at the packet level on a defended network and taking a Defense-in-Depth layered approach to inhibiting suspicious activities. Interested 255As and 255Ns should review the eligibility requirements at the OCOS Signal Warrant Officer Milsuite website <https://www.milsuite.mil/book/groups/ocosodwo>.

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milSuite
milBook
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SIGNAL BRANCH- SIGNAL WARRANT OFFICER TEAM

This milBook group is for out-reach to current and prospective Signal Warrant Officers. It provides information on area of concentration (AOC) 255 in general and how to apply. Feel free to contact us for more information.

Title	Name	Email
Signal Regiment Career Program Manager	CW5 Keisha Towles	<a href="mailto:keisha.d.towles.mil@mail.mil">keisha.d.towles.mil@mail.mil</a>
Senior Signal WO Advisor - ARNG	CW4 Vickie Carriaga	<a href="mailto:vickie.e.carriaga.mil@mail.mil">vickie.e.carriaga.mil@mail.mil</a>
Senior Signal WO Advisor - USAR	CW5 Selvina Wasson	<a href="mailto:selvina.h.wasson.mil@mail.mil">selvina.h.wasson.mil@mail.mil</a>

UPCOMING EVENTS


National Cyber Summit  
6/3/19 9:00 AM

ACTIONS

Start a discussion
Write a document
Upload a file
Write a blog post



A man in a dark suit and tie is administering an oath to a soldier in camouflage uniform. The man in the suit is on the left, facing right, with his right hand raised in a salute. The soldier is on the right, facing left, with his hands at his sides. They are standing in front of several flags, including the United States flag and a Department of Defense flag. The text "Signal Soldier becomes first Combat Capabilities Development Command re-enlistment" is overlaid in large, orange, outlined letters across the center of the image.

# Signal Soldier becomes first Combat Capabilities Development Command re-enlistment

Michael Monteleone, director of the C5ISR Center's S&TCD, administered the oath to Sgt. Omar Bailey during his April 10 re-enlistment at Aberdeen Proving Ground, Md. Photo by Dan Lafontain.



Nicole Rodman  
CCDC C5ISR Center

Army Sgt. Omar Bailey reacted with surprise when he heard the news that he is the first Soldier from the Army's Combat Capabilities Development Command (CCDC) to re-enlist since the command transitioned into the recently-stood-up Army Futures Command.

"It's neat being the first," Bailey said. "It was a little surprising to hear," he continued, adding that re-enlistments within CCDC and AFC will "become more commonplace" as time goes on.

CCDC Command Sgt. Maj. Jon Stanley expressed excitement for the milestone.

"This re-enlistment represents a first for our command under AFC and we look forward to celebrating more as additional Soldiers are offered the choice of staying and serving," he said. "By continuing his service and committing his time to our country, the Army retains his acquired knowledge and skills which will be used to improve capabilities that will end up in the hands of fellow Soldiers," he added.

The CCDC C5ISR Center is the Army's primary integrator of C5ISR technologies and systems, researching, developing and maturing capabilities that support all six Army Modernization priorities and enable information dominance and tactical overmatch for the joint warfighter.

While he is new to the C5ISR Center, Bailey has been in the Army for seven years. When asked why he has decided to re-enlist, he cited his 16-year-old son, Connor, and his interest in his work and military history. He also noted that the Army has offered him new experiences and the chance to see the world.

Bailey was surrounded by family for his re-enlistment ceremony at Aberdeen Proving Ground on April 10 as Michael Monteleone, director of S&TCD, administered the oath.

"Today's ceremony signifies an important and historic day in the Combat Capabilities Development Command," Monteleone told the audience, pointing to the event as the first re-enlistment ceremony under CCDC.

Now re-committed to the Army, Bailey is preparing for a change in specialty. Next February, he will move to Fort Huachuca, Ariz. to train as a Counterintelligence Agent. His new role will allow him to use his information technology skills and passion for cybersecurity to detect, assess and counter threats to the United States.

C5ISR Senior Enlisted Advisor Sgt. 1st Class David Worthington praised Bailey, though he noted with a laugh, that he "wishes he would stay a Signal Soldier."

"We're still glad to have him for the limited time," he added.



In remarks following his re-enlistment, Sgt. Bailey thanked his family and colleagues. Photo by Dan Lafontaine.



# 21st Signal Brigade 2019 Best Warrior Competition



Soldiers competing in the 2019 Best Warrior Competition had to complete a 12-mile ruck march to close out the four days of events.  
Photo by Sgt. Raul Pacheco.



Sgt. Raul Pacheco  
21st Signal Brigade Public Affairs

Seven soldiers from various  
21st Signal Brigade subordinate

units competed in the 2019 Best Warrior Competition held March 25 – 28 in Fort Detrick and Fort Indiantown Gap, Pa.

Three noncommissioned officers and four junior enlisted Soldiers fought for top honors in the four-day, multi-event competition that was designed to put their physical and mental endurance to the test.

Sgt. Quince Lanford and Pfc. Brendan Nunez, representing 55th Signal



The 2019 Best Warrior Competition tested Soldiers on a variety of skills including marksmanship.  
Photo by Sgt. Raul Pacheco.





Land Navigation was another task of the 2019 Best Warrior Competition. Photo by Sgt. Raul Pacheco.

Company Combat Camera, Fort Meade; Ssg. Tzega Buluze, representing United States Army Support Activity, 302d Signal Battalion, Fort Meade; Spc. Jose Jimenez, representing United States Army Support Activity, 302d Signal Battalion, Fort Detrick; Sgt. Tyler DeSchryver, and Spc. Eric Nguyen, representing Headquarters and Head-

quarters Detachment, 114th Signal Battalion, Fort Detrick; and Spc. Sergo Dzamashvili, representing Headquarters and Headquarters Company, 21st Signal Brigade, Fort Detrick; all competed in the event. Each Soldier had won lower-level competitions before earning a spot to compete in the 2019 Competition.

“The competition gave the Soldiers the experience and knowledge needed to become better leaders,” said Sgt. Maj. James Middleton, who was in charge of the Best Warrior Competition. “Everybody wants to be the best and this competition gives them that opportunity,” Middleton said.

The events included the new Army Combat Fitness Test, soon to be implemented Army wide, the current Army Physical Fitness Test, weapons qualification, land navigation, Army knowledge written test, and a grueling 12-mile ruck march. Competitors also had to appear before a knowledge leadership evaluation board.

“The most difficult part was probably the ruck march at the end, because of all the heavy physical activities endured during the first two days,” Dzamashvili said.

In addition to the steep terrain, all competitors had to carry a 35 pound load and complete the 12-mile ruck march in under 4-hours. Competing amongst themselves and against unfavorable environmental elements in order to win the title of ‘Best Warrior’ was every participating Soldiers’ goal.





The “drag and carry” was one of many tests of strength and endurance competitors underwent.  
Photo by Sgt. Raul Pacheco.

“I wanted to win because I wanted to prove myself that I could, and wanted to see how far I can push myself.” Jimenez said. “I dedicated my performance to my second family at USASA – Detrick, and those who helped me train day after

day for the events.”

The winners were announced at an award ceremony at the end of the final day. Lanford and Jimenez earned top honors and were named the 21st Signal Brigade Noncommissioned Officer and Soldier of the Year, respectively. They both will go on to compete in the U.S. Army 7th Signal Command Theater Best Warrior Competition at Fort Gordon, Ga. If successful there, they will continue on to compete for a chance at being named the Army NCO of the Year and Army Soldier of the Year.



# Signaleer Spotlight

Cpt. Gene Lary  
Training With Industry Fellow

For the past seven months, I have been participating in the Army's Training with Industry (TWI) program with AT&T. I was afforded the opportunity to work in a sector of AT&T far removed from all DoD/Army business with the Computer Security and Incident Response Team (CSIRT) located near St. Louis, Mi. At AT&T, the CSIRT is the first line of defense for ensuring all corporate users that connect to the AT&T internal network, do so in a safe and secure manner. This gave me a year to spend working alongside industry leaders to learn their best practices on how they respond to various security incidents on the corporate network.

One of the most impactful projects I worked on, involved ShadowServer.org. This organization was founded in 2004 and is comprised of volunteers across the world in various IT

security professions. These volunteers scan the internet in search of potential vulnerabilities: various botnets, open ports, blacklisted IPs, open SNMP, and more. The generated reports can be sent to any organization, to include the military, with public facing IPs that are looking to mitigate potential threats and keep their network secure before a cyber-attack can occur.

An influential AT&T employee and a primary link between the company and the Army's TWI program, retired Army Colonel Randy Mackey, has been involved in the TWI program since 2013. He was instrumental in supporting my year with AT&T, ensuring that I took every opportunity to constantly expand my horizons beyond the CSIRT to expose me to other parts of the company. He sees the Army as an important customer for AT&T and utilizes the TWI program to give back.

"The primary goal for Soldiers in the TWI program is to be exposed to industry processes and best practices to then take those back to the Army," he said. "Secondary goals for TWI students are to gain an understanding of how the Army can leverage the capabilities of Industry and foster effective Army/Industry relationships in the future. I don't mean that the TWI company gets an insider they can tap into in the future. By that, I mean that the TWI Soldiers will feel comfortable in working with Industry for the rest of their careers."



Cpt. Gene Lary serves as a Training With Industry Fellow at AT&T.  
Photo by Daniel Carter.



In the next issue of the

# ARMY COMMUNICATOR...



**Project Warrior**